

10-10-1953

Board of Trustees Minutes, October 10, 1953

Eastern Washington College of Education

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MINUTES FOR THE MEETING OF THE BOARD OF TRUSTEES
Eastern Washington College of Education
Saturday, October 10, 1953
Davenport Hotel, Spokane

The Board of Trustees of Eastern Washington College of Education met at 1:30 p.m. in the Davenport Hotel, Saturday, October 10. The following were present: J. Harold Anderson, chairman; Mrs. Frank Laughbon, member; Dr. W. W. Force, secretary; and Dr. Raymond M. Mosher, president of the College.

MINUTES

The minutes for the meeting of September 19 were read. Mrs. Laughbon moved that they be approved. Mr. Anderson seconded the motion. Motion carried.

RESIGNATIONS

Mrs. Laughbon moved that the resignations of the following personnel be accepted. Mr. Anderson seconded the motion. Motion carried.

Alan Wick, fireman, as of September 26, 1953
Elaine Stotsenberg, assistant cashier, as of
September 30.

NEW PERSONNEL

Mrs. Laughbon moved that the appointment of the following personnel be approved. Mr. Anderson seconded the motion. Motion carried.

Janet Sloan, secretary, ROTC office, at \$160 per month, to be increased within six months to \$175, as of October 1

M. Marcia Triplett, clerk, comptroller's office, at \$160 per month, to be increased within six months to \$175, as of October 1

Kathryn Thompson, assistant chasier, at \$160 per month, to be increased to \$175 within six months, as of October 1

Homer A. Dickerson, fireman's assistant, to replace Mr. Wick, resigned, at \$200 per month, as of October 12

PROMOTIONS IN RANK

Mrs. Laughbon moved that Mrs. Margaret N. Allen, kindergarten, college elementary school, and Dr. Chandler Washburne, Division of History and Social Studies, both of

whom were employed this year as instructors, be advanced to assistant professors, so as to bring their initial rank in line with that of other personnel with similar qualifications and experience. Mr. Anderson seconded the motion. Motion carried.

Mrs. Laughbon made the motion that, upon the recommendation of the Committee on Qualifications and Compensation, and with Dr. Mosher's approval, Dr. W. W. Force be promoted to associate professor, Mr. R. L. Hanrahan to assistant professor, and Mr. Louis Trimble from acting instructor to instructor. Mr. Anderson seconded the motion. Motion carried.

MR. HAAS AS TRUSTEE OF AMATEUR RADIO CLUB

A motion was made by Mrs. Hazel Laughbon and seconded by Mr. Harold Anderson that Garland A. Haas, assistant professor of economics of Eastern Washington College of Education, and licensed W6JXA, shall be trustee of the Eastern Washington College of Education Amateur Radio Club until further action by the Board of Trustees of Eastern Washington College of Education. This trusteeship shall be effective at once. Carried.

INCREASES IN SALARY

The President and comptroller were authorized by the Board to adjust wage scales for dining hall employees.

Mrs. Laughbon moved that the attached salary schedule for the instructional, administrative, clerical and maintenance staffs be approved, effective October 1. Mr. Anderson seconded the motion. Motion carried. A memorandum, setting forth the basis upon which raises were made, is attached.

ANNOUNCEMENT

Mr. Anderson announced that a meeting of the Professional Advisory Committee for the selection of a president for the college would be scheduled for November 7.

ADJOURNED

The meeting adjourned at 2:30 p.m., to meet again on November 7 at 1:30 p.m. in the Davenport Hotel, Spokane.

APPROVED

J. Harold Anderson
J. Harold Anderson, Chairman

W. W. Force
W. W. Force, secretary

MEMORANDUM

Subj.: Proposed increment in salary (October 7, 1953)

The following statement is the basis for the salary adjustments proposed on the attached sheets.

1. A \$100 merit increase for all faculty and staff (except dining hall employees) who were on the payroll as of Fall Quarter, 1952.
2. The salary schedule for faculty salaries was used as a guide. However, this schedule was not achieved in all cases.
3. An additional \$100 increment for those promoted from acting instructor to instructor and the same for those promoted from instructor to assistant professor.
4. An additional \$200 increment for those promoted from assistant professor to associate professor.
5. An additional \$300 increment for those promoted from associate professor to professor.
6. Individual increments have been recommended by various supervisors to adjust for added duties or special increases.
7. Personnel placed on the college rolls as of the academic year 1953-54 are considered to have agreed to a stated salary and no increment is recommended.
8. It is suggested that this increment should not apply to the Dining Halls because raises have been recommended for those employees which are more consistent with the dining hall situation. Detailed explanations are attached.
9. Comparative figures are indicated for several salary classifications showing that the proposed salaries fall within the ranges followed by the University of Washington, the State Personnel Board, or the other Colleges of Education.
10. Finally, it is recommended that the College institute a job study and job analysis along with an organizational structure study to assist in further salary adjustments and future promotion policies.

COPY

Re: Wage scale for dining hall employees

Last fall, when the subject of salary increases was brought up, I consulted Dr. Freeman. At that time he said he was reasonably sure he could promise everyone the forty dollar increase which I had requested. This increase gave the women the same check each month. At the same time, Dr. Freeman asked that I study our wage scales in comparison with comparable institutions in this area and the union.

This I did and made several recommendations, some of which were not passed at the last meeting due to an oversight.

We would like to give further study to the wage structure of our kitchens and establish some policies whereby certain categories could regard individual effort. Some of our categories are completely out of line with union scales and a further blanket raise would only serve to make it more difficult to establish the overall wage structure which we would like to have in the dining halls.

Due to the last blanket raise which was given in the dining halls, we now have several categories which are approximately 15 to 17 dollars above union wage scales. These categories, we feel, should not be further increased. From this point, the people should be capable and willing to go into more responsible positions in order to further increase their wage. There are also several categories below the union wage scale and these we are endeavoring to bring into better balance. Some of the raises you passed on last meeting will help to do this.

In addition to the forty dollar raise given last July and August, we have added approximately 2½ persons to the payroll in order to lessen the work load of everyone in the kitchen. If this is not sufficient, it may be necessary to add more, since the women have complained that they have been worked too hard in the past.

If at this meeting you see fit to take care of those recommendations which were overlooked, (the five cent per hour increase for the hourly wage scale, not to include the student scale, and the increase in the general helper wage scale, from \$145.00 per month to \$147.50 per month), it would be my recommendation that these be all the raises we have in the dining halls at this time. We should see how the increases we have made fall in line with the slight board increase given to take care of these.

/S/ EVA MURLE JOHNSON

October, 1953

SALARY SCHEDULE, EASTERN WASHINGTON COLLEGE OF EDUCATION

October 1, 1953

Personnel	Present Salary	New Salary	Comparative Salary
ADMINISTRATION			
Raymond M. Mosher, President	\$12,000	\$12,000	
G. Jerome Stickney, Registrar	5,500	5,500	
Omer Pence, Director Placement Extension & Correspondence	6,600	6,600	
Wm. W. Force, Comptroller	6,600	6,900	
M. H. Surbeck, Director Physical Plant & Services	6,020	6,140	
A. H. Poffenroth, Dean of Men	6,640	6,640 6,960 n.w.	
Lydia Holm, Dean of Women Apt. /	5,200	5,200	
Wm. R. Dell, Director of Public Relations	4,800	4,800	
ADMINISTRATIVE ASSISTANTS			
Naomi H. Wall, Secretary to the President	3,580	3,980	St. Pers. Board \$3684 to 4368
Andrew Elwick, Assistant Registrar	4,960	5,080	
Tilford T. Wall, Supervisor of Property & Procurement	4,700	5,000	
Mildred King, Bursar	3,900	4,020	St. Pers. Board \$3684 to \$4368
Ramond M. Giles, Acting Executive Alumni Secretary	5,700	5,820	
LIBRARY			
Hugh M. Blair, Librarian	4,840	4,960	
Marie Haas, Circulation Librarian	4,140	4,260	
Ruth Riddle, Acquisition Librarian	3,940	4,060	
Edith Shaw, Acting Reference Librarian	3,940	4,060	
John P. Gruber, Acting Clerk	3,100	3,220	
INFIRMARY			
Marie Sternitzky, College Nurse	4,000	4,120	
Ella Gantz, Assistant & Night Nurse	2,560	2,680	
Elizabeth Cohen, Assistant Nurse	3,000	3,000	
Mary Ann Lomax, Elem. College Nurse	1,260 ($\frac{1}{2}$)	1,260 ($\frac{1}{2}$)	

RESIDENCE HALL

Eva Murle Johnson, Director		
Dining Hall	Bd. & Rm. /	4,700
Annie Irving, Director & Counsellor		4,900
	Bd. & Rm. /	2,220
Rachel Berg, Director & Counsellor		2,320
	Bd. & Rm. /	2,220
Mary Newton, Director & Counsellor		2,320
	Bd. & Rm. /	2,220
Ed Chissus, Director & Counsellor		2,320
12 mos. Apt. /		1,250

PRINTER

Donn M. Steen, College Printer	4,300	4,600
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DIVISION OF EDUCATION, PSYCHOLOGY & PHILOSOPHY

W. H. Drummond, Acting Head and Asst. Prof.	4,600	4,900
L. E. Patmore, Acting Director		
Psych. Clinic & Assoc. Prof. (1)	5,100	5,400
Raymond P. Whitfield, Acting Director		
Graduate Study & Assoc. Prof. (1)	4,900	5,200
Obed Williamson, Professor	6,300	6,400
Clark Frasier, Professor	7,960(12)	6,400 (10)
Amsel Barton, Asst. Prof.	4,500	4,600
Margaret McGrath, Asst. Prof.	4,790	4,890
Clara May Graybill, Asst. Prof.	4,500	4,600
Ruth Ellis, Asst. Prof. (L. of A.)	(4,900)	5,000
Celia Allen, Asst. Prof.	4,660	4,760
Ramond M. Giles, Asst. Prof.	See Adm.	

DIVISION OF FINE & APPLIED ARTS

E. L. Dales, Head & Assoc. Prof.	5,100	5,200
J. S. Lane, Assoc. Prof.	5,000	5,000
Orlande B. Killin, Instructor	4,000	4,000
Louise Anderson, Assoc. Prof.	5,000	5,100
Kate B. Philips, Asst. Prof.	4,500	4,600
Nan Wiley, Assoc. Prof.	5,400	5,500
Esther Gingrich, Assoc. Prof.	5,400	5,500
R. L. Hanrahan, Asst. Prof. (1)	4,000	4,200
Karl Morrison, Asst. Prof.	4,700	4,800
Opal Fleckenstein, Acting Instructor	2,150 ($\frac{1}{2}$)	2,200 ($\frac{1}{2}$)

DIVISION OF HEALTH, PHYSICAL EDUCATION & RECREATION

Jack R. Leighton, Head & Assoc. Prof.	\$5,500	\$5,500
Richard H. Hagelin, Asst. Prof.	5,200	5,200
Wm. Nye, Instructor & Trainer	4,200	4,200
Ed Chissus, Instructor & Coach	4,800	4,800
W. B. Reese, Assoc. Prof. & Director of Athletics	7,400 (12 mo)	6,820 (11 mo)
Barbara Raup, Instructor	4,000	4,000
Kathryn Haynes, Instructor	4,000	4,000
Antoinette Dustin, Assoc. Prof.	5,000	5,100

DIVISION OF HISTORY & SOCIAL STUDIES

Aretas A. Dayton, Head & Professor (1)	5,700	6,100
Edgar I. Stewart, Professor (1)	5,800	6,200
Paul N. Woolf, Professor	5,900	6,000
Cecil Dryden, Assoc. Prof.	5,500	5,600
Zygmunt J. Gasiorowski, Asst. Prof.	4,700	4,800
Frances Hyde, Asst. Prof.	4,500	4,600
Weston C. Wilsing, Asst. Prof. (L. of A.)	(4,700)	4,800
Garland A. Haas, Asst. Prof.	4,600	4,700
Chandler Washburne, Asst. Prof. (1)	4,000	4,200
Wm. W. Force, Assoc. Prof. (1)	See Adm.	
Evelyn M. Akkerman, Asst. Prof.	4,500	4,500

DIVISION OF LANGUAGE & LITERATURE

Graham Dressler, Professor (12 mos.)	7,180	7,300
Virginia Dickinson, Assoc. Prof.	5,000	5,100
Richard F. Miller, Assoc. Prof. (1 of A)	(5,600)	5,700
Daphne Dodds, Asst. Prof. (L of A)	(4,500)	4,600
Clara Kessler, Asst. Prof. (1 of A)	(4,500)	4,600
Robert N. Lass, Assoc. Prof. (1)	5,100	5,400
Wesley Hunner, Asst. Prof.	4,500	4,600
Raymond Krebsbach, Assoc. Prof. (1)	4,500	5,000
Louis Grafious, Assoc. Prof. (1)	4,800	5,100
Charlotte Hepperle, Asst. Prof.	4,500	4,600
Christine Elrod, Asst. Prof.	4,500	4,600
Jean Taylor, Asst. Prof. (1)	4,200	4,400
Harold K. Stevens, Asst. Prof.	4,500	4,600
Louis Trimble, Instructor (1)	3,700	3,900
Wm. R. Dell, Instructor	See Adm.	
Lydia Holm, Asst. Prof.	See Adm.	

DIVISION OF MUSIC

Wm. L. Rowles, Professor	5,700	5,900
?Evelyn Goodsell, Assoc. Prof.	5,300	5,400
Betty Kanable, Asst. Prof. (1 of A)	(4,400)	4,500
Robert Barnes, Asst. Prof. (1)	4,100	4,400
Gwendoline Harper, Asst. Prof.	4,300	4,400
Leo Collins, Asst. Prof. (1)	4,000	4,200
Wendell Exline, Asst. Prof. (1)	4,100	4,300

DIVISION OF MUSIC--(Cont'd)

B. T. Hallgrimson, Asst. Prof.	\$5,000	\$5,200
Harold Whelan, Part-time Instructor	4,000 (base)	4,000 (base)
Otto Huttenbach, " "	3,800	3,800
Fred Hartley, " "	3,700	3,700
Arthur Biehl, Instructor (1)	3,600	3,800

DIVISION OF SCIENCE & MATHEMATICS

Dana E. Harter, Head & Assoc. Prof.	5,500	5,600
W. H. Tallyn, Assoc. Prof.	5,400	5,500
R. F. Bell, Assoc. Prof.	5,700	5,800
Dorine Guthrie, Assoc. Prof. (1)	4,900	5,200
George Stahl, Asst. Prof.	4,800	4,900
F. J. Sahadegg, Assoc. Prof.	5,300	5,400
James E. Brooks, Instructor	4,000	4,000
Frank D. Nicol, Asst. Prof.	4,500	4,500
Clarence Cross, Asst. Prof.	4,200	4,300
Omer Pence, Assoc. Prof.	See Adm.	

COLLEGE ELEMENTARY SCHOOL

Robert W. Reid, Principal & Asst. Prof.	6,000 (12 mo)	6,000 (12 mo)
Mabel Pearson Bright, Asst. Prof-1st	4,790	4,990
Elizabeth Smithgall, Asst. Prof.-2nd	4,500	4,500
Eveus Newland, Assoc. Prof.-3rd (1)	4,790	5,090
-4th		
Winifred Conroy, Asst. Prof. ---- 5th	4,500	4,500
Helen S. McBride, Asst. Prof. - 6th	4,500	4,500
Margaret N. Allen, Asst. Prof. (1) Kind.	4,200	4,500
Hope Cullen, Asst. Prof. Library	4,790	4,890

CLERICAL STAFFMonthlyMonthly

Eva Lindahl, Comptroller's Office	\$248.33	\$275.00	University of Wash. \$250-290
Verald Davis, Mr. Surbeck's office	218.33	243.00	224-265
Mary Jane Martin, Cashier	185.00	200.00	195-235
Elaine Stotensberg, Asst. Cashier	160.00	160.00	180-210
Ardyth Morris, Clerk, Compt. Office	160.00	175.00	180-210
Laura Barnes, Clerk, Compt. Office	170.00	175.00	180-210
Mabel Sturman, Secretary- Educ. Off.	208.33	243.00	225-265
Joy Trescott, Secretary, Placement	205.00	215.00	195-235
Margery Minnich, Secretary, Veterans Off.	200.00	210.00	215-225
Marylin Bauer, Mimeo. Office	175.00	185.00	185-215
Arletta Rasmussen, Public Relations Off.	175.00	185.00	180-210
Mildred Szurszewski, Correspondence	165.00	175.00	180-210
Carita Dawes, Coll. Elem. School	160.00	175.00	180-210
Joan Kaul, Registry Office	180.00	185.00	180-210
Janet Schmick, Registry Office (1/2 time)	80.00	85.00	180-210
Joan Rice Werner, Registry Office	165.00	175.00	180-210
Wanda Brown, Mimeo. Office	170.00	180.00	180-210
Delores Johnson, Mimeo. Office	165.00	175.00	180-210
Joan Powers, Secretary, Deans' Office	160.00	175.00	180-210

MAINTENANCE STAFF

	<u>Monthly</u>	<u>Monthly</u>	<u>Univ. of Wash.</u>
Ellen Steiner, Janitress	\$200.00	\$210.00	\$215-235
Helen Skow, Janitress	175.00	185.00	215-235
P. A. Billesbach, Custodian	280.00	290.00	270-315
Paul Brown, Carpenter	315.00	325.00	280-320
G. W. Heath, Janitor	255.00	265.00	245-265
W. F. Bryan, Bldg. Supv.	290.00	300.00	270-315
August Okerstrom, Custodian	250.00	260.00	245-265
H. S. Hatch, Bldg. Supv.	275.00	285.00	270-315
Velmer Byrum, Bldg. Supv.	260.00	270.00	270-315
Paul Delabarre, Engineer	365.00	390.00	399-419
Lloyd Storlie, Grounds Foreman	358.33	383.33	
Warren Steen, Electrician	283.33	308.00	290-335
Max Pierce, Carpetner-Painter	305.00	315.00	290-335
Harry D. Allen, Painter	283.33	293.33	280-320
Alan Wick, Fireman's Asst.	225.00	240.00	
L. M. Smith, Groundsman	200.00	210.00	250-270
Myrtle Massey, Head Hskpr. Bd. & Rm. /	165.00	190.00	201-221
Delbert Hardie, Carpenter	300.00	310.00	280-320
Joe Cosselman, Nightwatchman	245.00	255.00	
G. B. Heinbigner, Fireman	265.00	280.00	238-334
?Cecil Judd, Fireman	265.00	280.00	238-334
Emmet Rice, Fireman	265.00	280.00	238-334
J. E. Mackey, Groundsman	255.00	265.00	250-270
Elmer Tiedt, Groundsman	245.00	255.00	250-270
Joe Tiedt, Groundsman	245.00	255.00	250-270
Roy Lotte, Groundsman	245.00	255.00	250-270
James Bramble, Groundsman	228.33	238.33	250-270
Walter Judd, Gardener	265.00	275.00	250-270
Richard Boyes, Journeyman Plmbr.	260.00	275.00	290-335
Walter Rupp Janitor	228.33	238.33	243-265
Lloyd Virtue, Carptenter Foreman & Bldg. Maintenance Supt.	408.33	418.33	362-382
Karl Meyer, Fireman	225.00	240.00	
John Carrieres, Painter Journeyman	250.00	260.00	280-320
Ben Frandson, Janitor	200.00	210.00	245-265
Elizabeth Smith, Elem. Sch. Cook	62.49	75.00	
Emily McIntyre, Libr. Asst.	75.00	75.00	
SFC. Edw. Brown, ROTC	15.00	20.00	

(1) Promotion, effective October 1, 1953

BUILDING SERVICE EMPLOYEES' INTERNATIONAL UNION
LOCAL 202
WEST 104 THIRD AVENUE
SPOKANE 8, WASHINGTON



September 28, 1953

Board of Trustees
Eastern Washington College of Education
Cheney, Washington

Dear Sirs:

On August 22, 1953, prior to the August meeting of the E.W.C.E. Board of Trustees' meeting, Mr. J. Harold Anderson, chairman of said Board and Mr. John W. McPeak, the then Business Representative of Building Service Employees' International Union, Local 202, discussed the matter of salary increases for employees at E.W.C.E. As a result of statements made by Mr. Anderson at that time, Mr. McPeak was led to believe that the wage increase question would be decided at the September meeting of the Board, and in addition thereto, that all the employees at the College under our jurisdiction would receive salary increases. It was as a direct result of this understanding that the question of wage increases was not presented by Mr. McPeak at the August meeting of the Board.

On September 19, 1953, the Board held its September meeting, and in the presence of Mr. McPeak, the Board offered to increase the wages of six women employees and made no further offer in regard to other employees. At that time Mr. McPeak strenuously objected to the Board's conduct and cited to the Board his above mentioned discussion with Mr. Anderson and requested that the Board take that discussion into consideration. The Board then, not only refused to comply with Mr. McPeak's request, but it also threatened to withdraw it's offer in regard to the six women employees, thereby penalizing these women because of no good reason in particular. The women in question have not received a wage increase in approximately two years.

On September 25, 1953, at a special meeting of Local 202's members employed at E.W.C.E. the members assembled instructed their Business Representative to write a letter of protest to the members of the Board. This action was taken after the members had been informed of the Board's conduct in this case.

The Board has failed not only to grant wage increases to all but six women employed at E.W.C.E., but it has failed to grant or even offer a wage increase to other employees under our jurisdiction. We feel that because of the continuous rise in the cost-of-living, if for no other reason, all the employees at the College are entitled to a wage increase. The recent government surveys show that the cost-of-living has reached it's all time high the past summer and nothing in these surveys indicate a relief in that regard.

BUILDING SERVICE EMPLOYEES' INTERNATIONAL UNION

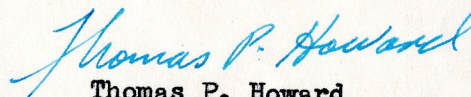
LOCAL 202

WEST 104 THIRD AVENUE
SPOKANE 8, WASHINGTON

In addition to the foregoing it should be pointed out that the 1953 Washington State Legislature provided an additional amount over and above the amount provided in its previous session, to cover salaries of State employees. It must therefore be presumed that the budget makers, by their action, intended that this additional amount be used to provide for cost-of-living increases.

We therefore strongly request that the Board reconsider it's action in this matter and that its members take into account the fact that this ridiculous and ever-increasing cost-of-living has thrown a heavy burden upon the E.W.C.E. employees and their families. We further request that the Board act in the light of what was obviously the Legislature's intent when it provided an additional amount for state salaries.

Sincerely yours,

Building Service Employees' International
Union, Local 202
Thomas P. Howard
Business RepresentativeCC: Mrs. Laughbon
Mr. Gonser
Dr. Mosher